

EXHIBIT A

Total Amount 127,500.00 **Due Date** 07-NOV-2025 **Invoice Number** 102170393

PO Number	
Invoice Date	08-OCT-2025
Payment Terms	Net Due in 30 Days
Contract ID	31059204
Agreement	US-OMA-CPQ-3274684
End User	Monster Worldwide Inc
Subtotal	120,000.00
Tax	7,500.00
Total	127,500.00 USD

Payment Instructions

Reference Invoice Number: 102170393

Wire Funds To	Mail Checks To
Wells Fargo Bank	Oracle America, Inc.
ACCT: [REDACTED] 0841	PO Box 203448
SWIFT Code: WFBIUS6S	Dallas, TX
ABA: [REDACTED] 0248	75320-3448
Beneficiary: Oracle America, Inc.	

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[✉ customercenter.oracle.com](mailto:customercenter.oracle.com)

Bill To

Monster Worldwide Inc
Accounts Payable
PO Box 3104
Milwaukee, WI 53201
United States

Ship To

Monster Worldwide Inc
Beth Zukowsky
133 Boston Post Road, BLdg 15
Weston, MA 02493
United States

No.	Description	Qty	Tax	Extended Amount
1	B88206 : Oracle PaaS and IaaS Universal Credits : 01-Oct-2025 - 31-Dec-2025 Quantity : 1280000 Quote: CPQ-3274684 Order: 41390916	1	Y	120,000.00

Please beware of phishing attempts. Should you have any questions or concerns about your invoice, please contact your Oracle collections department for assistance.

Total Amount 392,164.22 **Due Date** 08-OCT-2025 **Invoice Number** 102119755

PO Number	MWUS047221
Invoice Date	08-SEP-2025
Payment Terms	Net Due in 30 Days
Contract Number	4762254
End User	Monster Worldwide Inc
Subtotal	380,280.45
Tax	11,883.77
Total	392,164.22 USD

Payment Instructions

Reference Invoice Number: **102119755**

Wire Funds To	Mail Checks To
Wells Fargo Bank	Oracle America, Inc.
ACCT: [REDACTED] 0841	PO Box 203448
SWIFT Code: WFBILUS6S	Dallas, TX
ABA: [REDACTED] 0248	75320-3448
Beneficiary: Oracle America, Inc.	
Credit card, PayPal, or eCheck Payments	
Visit shop.oracle.com	

Special Instructions

Bill To

Monster Worldwide Inc
Accounts Payable
PO Box 3104
Milwaukee, Wisconsin 53201
United States

Ship To

Monster Worldwide Inc
133 Boston Post Road, BLdg 15
Weston, MA 02493
United States

No.	Description	Qty	Tax	Extended Amount
1	Software Update License & Support - Oracle Real Application Clusters - Processor Perpetual - Covered Product Qty: 32; 01-OCT-2025 - 31-DEC-2025	1	Y	10,785.20
2	Software Update License & Support - Oracle Diagnostics Pack - Processor Perpetual - Covered Product Qty: 128; 01-OCT-2025 - 31-DEC-2025	1	Y	1,318.04
3	Software Update License & Support - Oracle Time and Labor - Employee Perpetual - Covered Product Qty: 1125; 01-OCT-2025 - 31-DEC-2025	1	Y	13,533.84
4	Software Update License & Support - Oracle WebLogic Server Management Pack Enterprise Edition - Processor Perpetual - Covered Product Qty: 48; 01-OCT-2025 - 31-DEC-2025	1	Y	14,928.34
5	Software Update License & Support - Configuration Management Pack for Oracle Database - Processor Perpetual - Covered Product Qty: 16; 01-OCT-2025 - 31-DEC-2025	1	Y	1,649.29
6	Software Update License & Support - Oracle WebLogic Suite - Processor Perpetual - Covered Product Qty: 72; 01-OCT-2025 - 31-DEC-2025	1	Y	2,091.19
7	Software Update License & Support - Oracle WebLogic Suite - Processor Perpetual - Covered Product Qty: 144; 01-OCT-2025 - 31-DEC-2025	1	Y	2,418.58

No.	Description	Qty	Tax	Extended Amount
8	Software Update License & Support - Configuration Management Pack for Oracle Database - Processor Perpetual - Covered Product Qty: 62; 01-OCT-2025 - 31-DEC-2025	1	Y	26,288.43
9	Software Update License & Support - Configuration Management Pack for Oracle Database - Processor Perpetual - Covered Product Qty: 52; 01-OCT-2025 - 31-DEC-2025	1	Y	2,680.26
10	Software Update License & Support - Oracle Diagnostics Pack - Processor Perpetual - Covered Product Qty: 61; 01-OCT-2025 - 31-DEC-2025	1	Y	2,820.14
11	Software Update License & Support - Oracle Partitioning - Processor Perpetual - Covered Product Qty: 48; 01-OCT-2025 - 31-DEC-2025	1	Y	2,857.78
12	Software Update License & Support - Oracle Identity and Access Management Suite - Nonstandard User - Covered Product Qty: 1125; 01-OCT-2025 - 31-DEC-2025	1	Y	30,478.43
13	Software Update License & Support - Oracle Advanced Security - Processor Perpetual - Covered Product Qty: 68; 01-OCT-2025 - 31-DEC-2025	1	Y	30,813.38
14	Software Update License & Support - Provisioning and Patch Automation Pack for Database - Processor Perpetual - Covered Product Qty: 32; 01-OCT-2025 - 31-DEC-2025	1	Y	3,332.78
15	Software Update License & Support - Oracle WebLogic Server Management Pack Enterprise Edition - Processor Perpetual - Covered Product Qty: 72; 01-OCT-2025 - 31-DEC-2025	1	Y	36,789.58
16	Software Update License & Support - Provisioning and Patch Automation Pack for Database - Processor Perpetual - Covered Product Qty: 16; 01-OCT-2025 - 31-DEC-2025	1	Y	405.06
17	Software Update License & Support - Provisioning and Patch Automation Pack for Database - Processor Perpetual - Covered Product Qty: 32; 01-OCT-2025 - 31-DEC-2025	1	Y	405.06
18	Software Update License & Support - Oracle Partitioning - Processor Perpetual - Covered Product Qty: 72; 01-OCT-2025 - 31-DEC-2025	1	Y	4,286.54
19	Software Update License & Support - Oracle WebLogic Server Management Pack Enterprise Edition - Processor Perpetual - Covered Product Qty: 149; 01-OCT-2025 - 31-DEC-2025	1	Y	44,023.26
20	Software Update License & Support - Oracle Database Enterprise Edition - Processor Perpetual - Covered Product Qty: 176; 01-OCT-2025 - 31-DEC-2025	1	Y	44,237.79
21	Software Update License & Support - Oracle Tuning Pack - Processor Perpetual - Covered Product Qty: 325; 01-OCT-2025 - 31-DEC-2025	1	Y	4,490.71
22	Software Update License & Support - Oracle Partitioning - Processor Perpetual - Covered Product Qty: 96; 01-OCT-2025 - 31-DEC-2025	1	Y	5,715.64
23	Software Update License & Support - Oracle Diagnostics Pack - Processor Perpetual - Covered Product Qty: 64; 01-OCT-2025 - 31-DEC-2025	1	Y	6,011.54

No.	Description	Qty	Tax	Extended Amount
24	Software Update License & Support - Oracle Real Application Clusters - Processor Perpetual - Covered Product Qty: 12; 01-OCT-2025 - 31-DEC-2025	1	Y	6,127.86
25	Software Update License & Support - Oracle Database Enterprise Edition - Processor Perpetual - Covered Product Qty: 149; 01-OCT-2025 - 31-DEC-2025	1	Y	80,943.28
26	Software Update License & Support - Oracle WebLogic Suite - Processor Perpetual - Covered Product Qty: 48; 01-OCT-2025 - 31-DEC-2025	1	Y	848.45

Please beware of phishing attempts. Should you have any questions or concerns about your invoice, please contact your Oracle collections department for assistance.

Total Amount	Due Date	Invoice Number
120,000.00	02-AUG-2025	102022203

PO Number	
Invoice Date	03-JUL-2025
Payment Terms	Net Due in 30 Days
Plan Number	31059204
Agreement	US-OMA-CPQ-3274684
End User	Monster Worldwide Inc
Subtotal	120,000.00
Tax	0.00
Total	120,000.00 USD

Payment Instructions

Reference Invoice Number: **102022203**

Wire Funds To	Mail Checks To
Wells Fargo Bank	Oracle America, Inc.
ACCT: [REDACTED] 0841	PO Box 203448
SWIFT Code: WFBUS6S	Dallas, TX
ABA: [REDACTED] 0248	75320-3448
Beneficiary: Oracle America, Inc.	
Credit card, PayPal, or eCheck Payments	
Visit shop.oracle.com	

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 United States

Ship To

Monster Worldwide Inc
 Beth Zukowsky
 133 Boston Post Road, BLdg 15
 Weston, MA 02493
 United States

No.	Description	Qty	Tax	Extended Amount
1	B88206 : Oracle PaaS and IaaS Universal Credits : 01-Jul-2025 - 30-Sep-2025 Quantity : 1280000 Quote: CPQ-3274684 Order: 41390916	1	N	120,000.00

Please beware of phishing attempts. Should you have any questions or concerns about your invoice, please contact your Oracle collections department for assistance.

Total Amount 380,280.61 **Due Date** 05-JUL-2025 **Invoice Number** 101979065

PO Number	MWUS047221
Invoice Date	05-JUN-2025
Payment Terms	Net Due in 30 Days
Contract Number	4762254
End User	Monster Worldwide Inc
Subtotal	380,280.61
Tax	0.00
Total	380,280.61 USD

Payment Instructions

Reference Invoice Number: **101979065**

Wire Funds To	Mail Checks To
Wells Fargo Bank	Oracle America, Inc.
ACCT: [REDACTED] 0841	PO Box 203448
SWIFT Code: WFBIUS6S	Dallas, TX
ABA: [REDACTED] 0248	75320-3448
Beneficiary: Oracle America, Inc.	
Credit card, PayPal, or eCheck Payments	
Visit shop.oracle.com	

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United States

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2	Software Update License & Support - Oracle Diagnostics Pack - Processor Perpetual - Covered Product Qty: 128; 01-JUL-2025 - 30-SEP-2025	1	N	1,318.04
3	Software Update License & Support - Oracle Time and Labor - Employee Perpetual - Covered Product Qty: 1125; 01-JUL-2025 - 30-SEP-2025	1	N	13,533.84
4	Software Update License & Support - Oracle WebLogic Server Management Pack Enterprise Edition - Processor Perpetual - Covered Product Qty: 48; 01-JUL-2025 - 30-SEP-2025	1	N	14,928.34
5	Software Update License & Support - Configuration Management Pack for Oracle Database - Processor Perpetual - Covered Product Qty: 16; 01-JUL-2025 - 30-SEP-2025	1	N	1,649.33
6	Software Update License & Support - Oracle WebLogic Suite - Processor Perpetual - Covered Product Qty: 72; 01-JUL-2025 - 30-SEP-2025	1	N	2,091.19
7	Software Update License & Support - Oracle WebLogic Suite - Processor Perpetual - Covered Product Qty: 144; 01-JUL-2025 - 30-SEP-2025	1	N	2,418.56

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9	Software Update License & Support - Configuration Management Pack for Oracle Database - Processor Perpetual - Covered Product Qty: 52; 01-JUL-2025 - 30-SEP-2025	1	N	2,680.26
10	Software Update License & Support - Oracle Diagnostics Pack - Processor Perpetual - Covered Product Qty: 61; 01-JUL-2025 - 30-SEP-2025	1	N	2,820.14
11	Software Update License & Support - Oracle Partitioning - Processor Perpetual - Covered Product Qty: 48; 01-JUL-2025 - 30-SEP-2025	1	N	2,857.82
12	Software Update License & Support - Oracle Identity and Access Management Suite - Nonstandard User - Covered Product Qty: 1125; 01-JUL-2025 - 30-SEP-2025	1	N	30,478.43
13	Software Update License & Support - Oracle Advanced Security - Processor Perpetual - Covered Product Qty: 68; 01-JUL-2025 - 30-SEP-2025	1	N	30,813.42
14	Software Update License & Support - Provisioning and Patch Automation Pack for Database - Processor Perpetual - Covered Product Qty: 32; 01-JUL-2025 - 30-SEP-2025	1	N	3,332.82
15	Software Update License & Support - Oracle WebLogic Server Management Pack Enterprise Edition - Processor Perpetual - Covered Product Qty: 72; 01-JUL-2025 - 30-SEP-2025	1	N	36,789.60
16	Software Update License & Support - Provisioning and Patch Automation Pack for Database - Processor Perpetual - Covered Product Qty: 16; 01-JUL-2025 - 30-SEP-2025	1	N	405.04
17	Software Update License & Support - Provisioning and Patch Automation Pack for Database - Processor Perpetual - Covered Product Qty: 32; 01-JUL-2025 - 30-SEP-2025	1	N	405.04
18	Software Update License & Support - Oracle Partitioning - Processor Perpetual - Covered Product Qty: 72; 01-JUL-2025 - 30-SEP-2025	1	N	4,286.58
19	Software Update License & Support - Oracle WebLogic Server Management Pack Enterprise Edition - Processor Perpetual - Covered Product Qty: 149; 01-JUL-2025 - 30-SEP-2025	1	N	44,023.26
20	Software Update License & Support - Oracle Database Enterprise Edition - Processor Perpetual - Covered Product Qty: 176; 01-JUL-2025 - 30-SEP-2025	1	N	44,237.77
21	Software Update License & Support - Oracle Tuning Pack - Processor Perpetual - Covered Product Qty: 325; 01-JUL-2025 - 30-SEP-2025	1	N	4,490.73
22	Software Update License & Support - Oracle Partitioning - Processor Perpetual - Covered Product Qty: 96; 01-JUL-2025 - 30-SEP-2025	1	N	5,715.62
23	Software Update License & Support - Oracle Diagnostics Pack - Processor Perpetual - Covered Product Qty: 64; 01-JUL-2025 - 30-SEP-2025	1	N	6,011.52

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25	Software Update License & Support - Oracle Database Enterprise Edition - Processor Perpetual - Covered Product Qty: 149; 01-JUL-2025 - 30-SEP-2025	1	N	80,943.26
26	Software Update License & Support - Oracle WebLogic Suite - Processor Perpetual - Covered Product Qty: 48; 01-JUL-2025 - 30-SEP-2025	1	N	848.45

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